

The content of sectoral collective agreements in Belgium explained?

Citation for published version (APA):

Van Ruysseveldt, J. (2010). *The content of sectoral collective agreements in Belgium explained?*

Document status and date:

Published: 08/03/2010

Document Version:

Peer reviewed version

Document license:

CC BY-NC-SA

Please check the document version of this publication:

- A submitted manuscript is the version of the article upon submission and before peer-review. There can be important differences between the submitted version and the official published version of record. People interested in the research are advised to contact the author for the final version of the publication, or visit the DOI to the publisher's website.
- The final author version and the galley proof are versions of the publication after peer review.
- The final published version features the final layout of the paper including the volume, issue and page numbers.

[Link to publication](#)

General rights

Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

- Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
- You may not further distribute the material or use it for any profit-making activity or commercial gain
- You may freely distribute the URL identifying the publication in the public portal.

If the publication is distributed under the terms of Article 25fa of the Dutch Copyright Act, indicated by the "Taverne" license above, please follow below link for the End User Agreement:

<https://www.ou.nl/taverne-agreement>

Take down policy

If you believe that this document breaches copyright please contact us at:

pure-support@ou.nl

providing details and we will investigate your claim.

Downloaded from <https://research.ou.nl/> on date: 05 May. 2023

Open Universiteit
www.ou.nl



Figure 1 An analytical framework for collective bargaining at the sector level

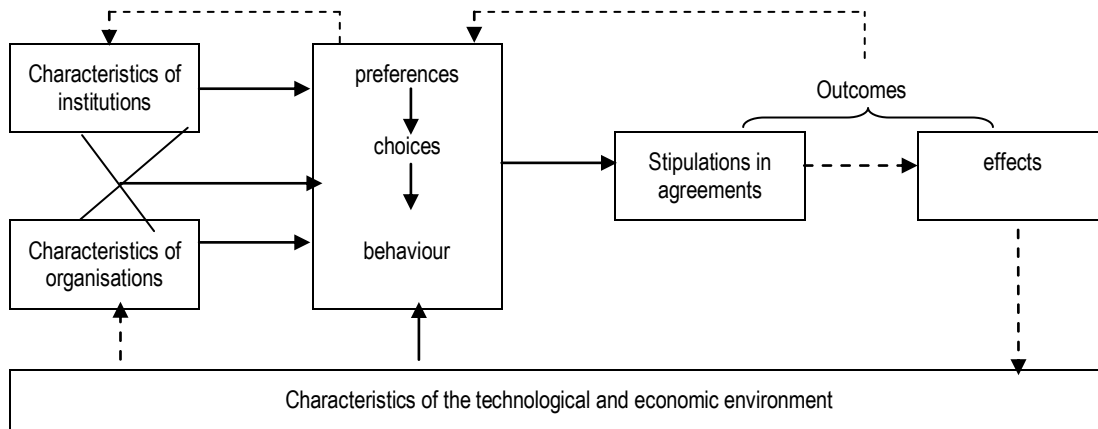


Table 1 Sample: sectors according to the NACE-bel classification and number and name of the associated JCs.

sector nr.	name of NACE sector	nr. JC	name of JC
15	<i>Food industry</i>	118 220	food industry - blue-collar workers food industry - white-collar employees
17	<i>Textiles</i>	120 214	textiles industry - blue-collar workers textiles industry - white-collar employees
18	<i>Clothing</i>	109 215	blue-collar workers in the clothing and finishing industry white-collar employees in clothing and finishing etc.
21	<i>Paper and cardboard</i>	129 221 136 222	blue-collar workers in paper and cardboard production white-collar employees in paper and cardboard production blue-collar workers in paper and cardboard processing white-collar employees in paper and cardboard processing
22	<i>Graphical industry</i>	130.01	blue-collar workers in the printing industry
23	<i>Oil industry</i>	117 127 211	blue-collar workers - oil industry blue-collar workers - fuel trading white-collar employees - oil industry
24+25	<i>Chemical industry</i>	116 207	blue-collar workers - chemical industry white-collar employees - chemical industry
27	<i>Steel and non-ferrous</i>	104 210 105 224	blue-collar workers in iron and steel industry white-collar employees in iron and steel industry blue-collar workers - non-ferrous white-collar employees - non-ferrous
28-35	<i>Metalworking</i>	111.01&02 209	blue-collar workers - metalworking white-collar employees - metalworking
40	<i>Energy</i>	326	gas and electricity
45	<i>Construction</i>	124 149.01	blue-collar workers - construction electricians
50	<i>Garages</i>	112 149.02	blue-collar workers - garages blue-collar workers - bodywork
52	<i>Retail</i>	119 201 202 311 312	blue-collar workers - trading in food products white-collar employees - independent retail white-collar employees - food retail large retail businesses department stores
55	<i>Hotels, restaurants and cafés</i>	302	hotels, restaurants, cafés
60	<i>Transport</i>	140.04	blue-collar workers - goods transport
65	<i>Banks</i>	310	banking – all employees
66	<i>Insurance</i>	306 307	insurance – all employees brokers and insurance agents

Table 2 Centralisation of collective bargaining and employment arrangements in the collective agreement (Pearson correlation)

<i>Institutional characteristics</i>	<i>Employment in the collective agreement</i>
degree of centralisation of collective bargaining	.51**
controlled for density rate on employer side	.64**
controlled for union density rate	.58**
** level of significance $p < .01$	

Table 3 Union density rates and employment arrangements in the collective agreement (Pearson correlation)

	<i>employment in the collective agreement</i>
union density rate	.51**
controlled for the degree of centralisation of collective bargaining	.57**
controlled for the density rate on the employer side	.50**
** level of significance $p < .01$	

Table 4 Density rate on employer side and employment arrangements in the collective agreement (Pearson correlation)

	<i>employment in the collective agreement</i>
density rate on employer side	.12
controlled for the degree of centralisation of collective bargaining	.46**
controlled for union density rate	-.02
** level of significance $p < .01$	

Table 5 **Type of bargaining system, density rate on employer side and employment in the collective agreement: averages (standard deviations)**

	<i>employment arrangements in the collective agreement</i>
Layered bargaining systems (Type II)	Average (std dev)
Sub-group 1: (N= 7) <i>Density rate of employers is higher than 85%</i>	3.23 (1.56)
Centralised bargaining systems (Type I)	
Sub-group 2: (N= 16) <i>Density rate of employers is lower than 85%</i>	2.65 (1.25)
Sub-group 3: (N= 4) <i>Density rate of employers is higher than 85%</i>	3.13 (0.69)
Decentralised bargaining systems (Type III)	
Sub-group 4: (N= 3) <i>Density rate of employers is lower than 85%</i>	1.76 (0.77)
Sub-group 5: (N= 7) <i>Density rate of employers is higher than 85%</i>	1.89 (1.11)
total (N=37)	2.60 (1.26)

Table 6 Socio-economic characteristics and employment arrangements in the collective agreement

<i>Socio-economic characteristics</i>	<i>employment in the collective agreement</i>
change in employment 1992-1997 (in %) ¹	.12
controlled for company size (% employees in companies with more than 100 employees) ¹	.12
average annual change in employment 1992-1997 (in %) ¹	.14
controlled for company size (% employees in companies with more than 100 employees) ¹	.14
level of competition (general) ²	-.07
level of competition on the basis of pay and flexibility of labour ²	.01
level of competition on the basis of quality and innovation ²	-.17
¹ Pearson correlation	
² Kendall's tau	
* level of significance p<.05	
** level of significance p<.01	

Table 7 *Stepwise multiple regression analysis (N = 37), prediction of employment in the collective agreement*

<i>Step</i>	<i>Variable</i>	<i>R</i>	<i>R</i> ²	<i>R</i> ² - <i>change</i>	<i>p</i> <	<i>β</i>
1.	Density rate on employer side x degree of centralisation (interaction)	.63	.40	.40	.001	.35
2.	union density rate	.76	.58	.18	.001	.54
3.	Market orientation	.83	.69	.11	.001	.36
4.	Preferences of ACV trade union federation in relation to employment	.88	.78	.09	.001	.32

Table 8 Bargaining regime and macro-responsiveness of the collective agreement

<i>dominant level of negotiation</i>	<i>Strength of interest organisations</i>	
	strong	weak
centralised	macro-responsiveness = high	macro-responsiveness = moderate to low
decentralised	macro-responsiveness = moderate to low	macro-responsiveness = low